IMPD STAFFING STUDY COMMISSION

Facilitated Discussion: Alternative Police Staffing Models

MARCH 20, 2014

IMPD
Compensation Structure

- IMPD sworn officers are represented by the Fraternal Order of Police, Lodge #86

- Recently signed a new three year agreement effective January 1, 2014 through December 31, 2016

- Contract covers salaries, benefits and special pays, including special duty pay and longevity

- The following ranks are covered by the contract:
  - Captain, Lieutenant, Sergeant, and Patrol Officer

IMPD
Compensation Structure

Rank	2014 Base Salary	2015 Base Salary	2016 Base Salary
Captain	$83,749	$87,517	$88,917
Lieutenant	$75,306	$78,821	$80,221
Sergeant	$67,886	$71,178	$72,578
3rd Year Patrolman	$60,967	$64,052	$65,452

- In addition, the following special pays are offered to sworn officers pursuant to the agreement:
    - Longevity Pay
    - Special Position Pay
    - Clothing Allowance
    - Retiree Health Insurance
    - Master Patrol Designation
    - Detective Training Officer
    - Education Pay
    - Deferred Compensation

IMPD
Overview of IMPD Actions

- Actively engaged in re-allocation of officers through the Police Allocation Efficiency Team

- Utilizing CAD data to strategically place officers within key areas

- Civilianizing positions and hiring 45 civilians to cover the job functions

- Leading police experts verified that IMPD is on the right track

- IMPD will use savings from attrition to cover the cost of 50 recruits annually
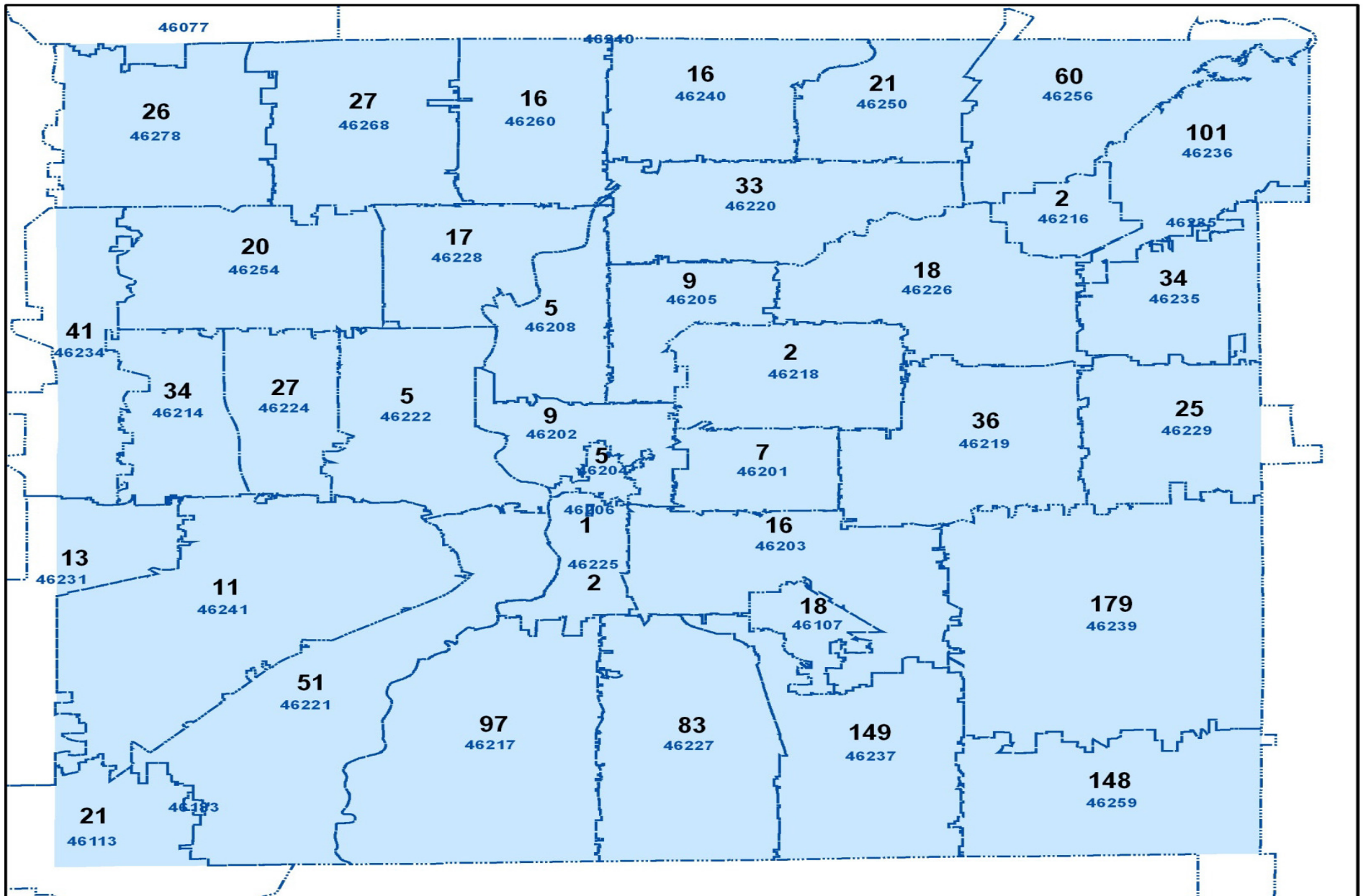
IMPD
Overview of Request

- IMPD is asking for:
  - Sustainable funding to cover the thirty (30) recruits added to the 2014 IMPD budget with one-time funding
  - Sustainable funding to cover the addition of fifty (50) officers annually
  - Under this scenario, IMPD will add **100 new officers** to the force each year, and with attrition, there would be a net gain of approximately 200 officers by the end of 2017
    - 50 funded through attrition
    - **50 – need to identify sustainable funding**

Indianapolis Metropolitan Police Department
Sworn and Reserve Officers per Zip Code in Marion County

46077

46240

26
46278

27
46268

16
46260

16
46240

21
46250

60
46256

101
46236

33
46220

2
46216

46235

20
46254

17
46228

9
46205

18
46226

34
46235

5
46208

41
46234

34
46214

27
46224

5
46222

9
46202

2
46218

36
46219

25
46229

5
46204

7
46201

1
46206

1

16
46203

13
46231

11
46241

2
46225

18
46107

179
46239

51
46221

97
46217

83
46227

149
46237

148
46259

21
46113

46183

COUNTY OF RESIDENCY

16 BOONE	**54** HAMILTON	
56 HENDRICKS	**1,387**	**36** HANCOCK
24 MORGAN	**24** JOHNSON	**8** SHELBY
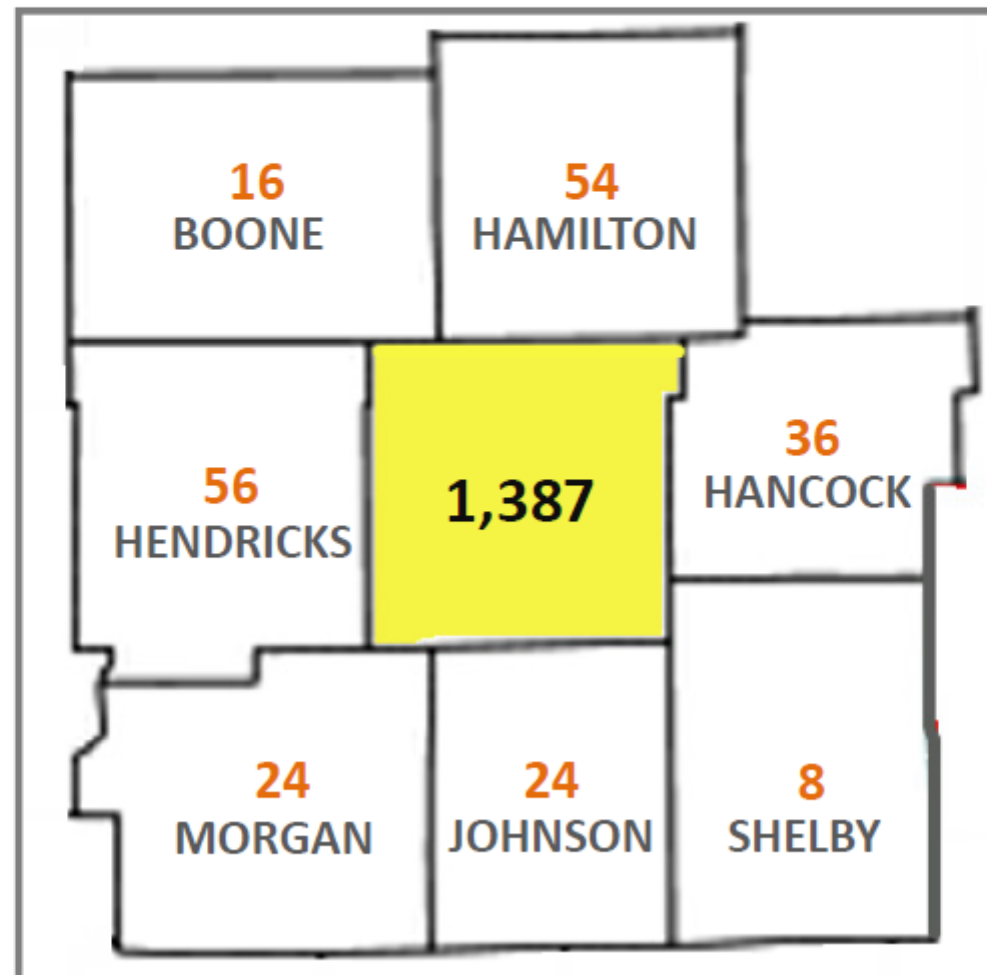
IMPD STAFFING MODEL #1

Add 80 Recruits in 2014 and 50 recruits each year, 2015-2020							
	Current Staffing as of 1/20/2014	2015	2016	2017	2018	2019	2020
Officers	1527	1565	1573	1581	1589	1597	1605
Retirements	-42	-42	-42	-42	-42	-42	-42
Recruits	80	50	50	50	50	50	50
Total Projected Year End Staffing	1565	1573	1581	1589	1597	1605	1613
Aggregate Gain	**38**	**46**	**54**	**62**	**70**	**78**	**86**

- By 2020, a net increase of 86 officers from 1527 to 1613.
- Results in a net gain of approximately 4 officers assigned to each shift.

IMPACT ON VISION
- No significant increase in the number of officers on patrol.
- Does not allow for smaller patrol areas.
- Does not increase discretionary time for officers to engage in proactive crime prevention and community policing activities.
- Will not allow improved manpower for investigations.
- This does not meet the manpower needs to achieve the community policing model described by the panel of experts.

Source: Indianapolis Metropolitan Police Department

IMPD STAFFING MODEL #2

	Current Staffing as of 1/20/2014	2015	2016	2017	2018	2019	2020
Add 80 Recruits in 2014 and 80 recruits each year, 2015-2020							
Officers	1527	1565	1603	1641	1679	1717	1755
Retirements	-42	-42	-42	-42	-42	-42	-42
Recruits	80	80	80	80	80	80	80
Total Projected Year End Staffing	1565	1603	1641	1679	1717	1755	1793
Aggregate Gain	**38**	**76**	**114**	**152**	**190**	**228**	**266**

• By 2020 a net increase of 266 officers from 1527 to 1613.
• Results in a net gain of approximately 14 officers assigned to each shift.

IMPACT ON VISION
• Nets an increase in the number of officers on patrol.
• May allow for smaller patrol areas.
• May increase discretionary time for officers to engage in proactive crime prevention and community policing activities.
• Will not allow improved manpower for investigations.
• This model begins to address the manpower needs to achieve some of the community policing model described by the panel of experts.

Source: Indianapolis Metropolitan Police Department

IMPD STAFFING MODEL #3

Add 80 Recruits in 2014 and 100 recruits each year, 2015-2020							
	Current Staffing as of 1/20/2014	2015	2016	2017	2018	2019	2020
Officers	1527	1565	1623	1681	1739	1797	1855
Retirements	-42	-42	-42	-42	-42	-42	-42
Recruits	80	100	100	100	100	100	100
Total Projected Year End Staffing	1565	1623	1681	1739	1797	1855	1913
Aggregate Gain	**38**	**96**	**154**	**212**	**270**	**328**	**386**

- By 2020 a net increase of 386 officers from 1527 to 1913.
- Results in a net gain of approximately 21 officers assigned to each shift.

IMPACT ON VISION

- Nets a significant increase in the number of officers on patrol.
- Allows for smaller patrol areas.
- Will increase discretionary time for officers to engage in proactive crime prevention and community policing activities.
- Will allow for improved manpower for Investigations.
- This model addresses the manpower needs to achieve the community policing model described by the panel of experts.

Source: Indianapolis Metropolitan Police Department

SUMMARY OF FUNDING MODELS

		2014	2015	2016	2017	2018	2019	2020	Annual Cost
Model 1 (50 Recruits per year)	Total Projected Year End Staffing	1565	1573	1581	1589	1597	1605	1613	
	Aggregate Gain	38	46	54	62	70	78	86	$ -
Model 2 (80 Recruits per year)	Total Projected Year End Staffing	1565	1603	1641	1679	1717	1755	1793	
	Aggregate Gain	38	76	114	152	190	228	266	$ 4,560,000
Model 3 (100 Recruits per year)	Total Projected Year End Staffing	1565	1623	1681	1739	1797	1855	1913	
	Aggregate Gain	38	96	154	212	270	328	386	$ 6,960,000
Intermediate Staffing Options									
85 Recruits per year	Total Projected Year End Staffing	1565	1608	1651	1694	1737	1780	1823	
	Aggregate Gain	38	81	124	167	210	253	296	$ 5,160,000
90 Recruits per year	Total Projected Year End Staffing	1565	1613	1661	1709	1757	1805	1853	
	Aggregate Gain	38	86	134	182	230	278	326	$ 5,760,000
95 Recruits per year	Total Projected Year End Staffing	1565	1618	1671	1724	1777	1830	1883	
	Aggregate Gain	38	91	144	197	250	303	356	$ 6,360,000

In Model 1, the cost of 50 new recruits annually can be absorbed in the current budget with attrition rates.